

2011 Job Search Survey Highlights

To get a more accurate picture of employment trends in the field, the AAR and SBL created a Web-based, anonymous survey to track hirings by specialization and to collect demographic information on job candidates.

In spring 2012, surveys were sent to all candidates who registered for the 2011 Annual Meetings Employment Center in San Francisco, California, and to all employers who had advertised a position in *Job Postings* in 2011. Presented here are highlights of the data received.

Employer Data

Out of 308 employer solicitations, 54 responses were received (17.5 percent response rate).

Nearly eighty-nine percent of those who responded filled the position which they had advertised in *Job Postings*. The majority of the positions filled were at the assistant professor level (62.5 percent), followed by associate professor (15.0 percent), full (7.5 percent), visiting professor (2.5 percent), instructor (2.5 percent), lecturer (2.5 percent), with 7.5 percent of the positions ranked as “other.”

Sixty percent of the positions were tenure-track, 22.5 percent were non-tenure-track or term contract, 12.5 percent were tenured, and 5.0 percent were reported as “other.” None of the reported filled positions were adjunct, joint, or limited appointments.

Fifty-five percent of the appointees were male; 45 percent were female. The racial/ethnic distribution of the appointees was as follows: 70.6 percent Caucasian or Euro-American, 8.8 percent “other,” 14.7 percent Asian American, and 5.9 percent African American or Black. None reported being Latina/o or Hispanic, Multiracial, or American Indian or Alaskan Native.

Candidate Data

Out of 668 candidate solicitations, 250 responses were received (37 percent response rate). When asked to indicate employment status during the search, 51.5 percent reported being a graduate student, 24.8 percent reported part-time/adjunct faculty, 16.3 percent reported full-time/non-tenure-track faculty, 7.4 percent reported teaching assistant, 5.9 percent reported salaried or post-doctoral researcher, 5.9 percent reported non-academic employment, 5.0 percent reported other religion-related employment, 4.0 percent reported full-time/tenure-track, 2.0 percent reported academic administration, 1.0 percent reported teaching in a secondary school, 0.5 percent reported full-time/tenured, and 6.9 percent reported being unemployed [candidates could select more than one response]. Almost seventy-four percent held a PhD or planned to have the degree completed by August 2012, while 18.8 percent would be ABD going into fall 2012. More than five percent reported nearing completion of a MA degree, while 1.0 percent reported earning a MDiv and another 1.0 percent reported earning a ThD by August 2012.

Job Offers

Of the 199 candidates who responded, 30.2 percent received one or more job offers. Of those, 72.5 percent received one offer, 24.1 percent received two offers, and 3.4 percent received three offers. None reported receiving more than three offers.

Figure 1: Data on candidates concerning their accomplishments

62.8%	Article Published/Accepted for Publication in Peer-Reviewed Journal
26.6%	Book or Monograph Published/Accepted for Publication
74.4%	Presentation(s) at Regional Scholarly Conference
81.4%	Presentation(s) at National Scholarly Conference
96.0%	Teaching Experience
46.7%	Administrative Experience
34.7%	Ministerial Experience
55.0%	First Time Using Employment Center
22.8%	Second Time Using Employment Center
10.9%	Third Time Using Employment Center
11.4%	Used Employment Center More Than Three Times

Figure 2: Candidates' highest level of education completed by August 2012

MA	5.4%
MDiv	1.0%
PhD	73.8%
ThD	1.0%
DMin	0.0%
STD	0.0%
ABD	18.8%
Other	0.0%

Position Data

Of the 59 candidates who accepted an offer, 41.5 percent will work in a private college or university, 24.5 percent will work in a public college or university, 13.2 percent work in a free-standing seminary, 9.4 percent will work in a church-related college, and 5.7 percent will work in a university-related divinity school. Nearly six percent reported that they will work in an institution classified as "other." Nearly sixty percent will work as full-time/tenure-track faculty, 25.0 percent as full-time/nontenure-track faculty, and 7.7 percent as part-time/adjunct faculty. Nearly eight percent reported "other." None reported working in administration or as full-time tenured faculty.

Of the 55 candidates who accepted positions, 79.2 percent report being thrilled with the new position, 18.9 percent report feeling satisfied with the position, and 1.9 percent report feeling unsatisfied. None reported feeling deeply unhappy about the position.

Figure 3: Salary of Appointment

Less than \$20,000	3.8%
\$20,000–\$24,999	1.9%
\$25,000–\$29,999	0.0%
\$30,000–\$34,999	0.0%
\$35,000–\$39,999	1.9%
\$40,000–\$44,999	7.7%
\$45,000–\$49,999	19.2%
\$50,000–\$59,999	32.8%
\$60,000–\$69,999	19.2%
\$70,000 or More	13.5%

Figure 4: Highest Degree Offered at New Institution

AA	0.0%
BA	9.6%
MA	19.2%
PhD	53.9%
ThD	0.0%
DMin	9.6%
Don't Know	7.7%
Other	0.0%

Candidate Demographics

Fifty-eight percent of the candidates who registered for the 2011 Employment Center were male; 42 percent were female. Regarding race/ethnicity, 79.8 percent of the registrants reported being Caucasian or Euro-American, 6.7 percent reported Asian or Pacific Islander, 5.2 percent reported African American or Black, 3.1 percent reported multiracial, 3.1 percent reported “other,” and 2.1 percent reported Latina/o or Hispanic. None reported American Indian or Alaskan Native. In terms of citizenship, 85.6 percent were United States citizens, 4.6 percent were citizens of Canada, 3.6 percent were non-citizen residents of the United States, 0.5 percent were non-citizen residents of Canada, and 5.7 percent reported their citizenship as “other.”

Job Search Experience

Close to ninety-four percent of responding candidates reported that interviewers did not exhibit unprofessional or inappropriate behavior. Nearly two percent reported offensive remarks. The remaining 5.6 percent noted unprofessional and/or inappropriate behavior as “other” than the choices provided: offensive remarks, offensive actions, excessive use of alcohol during interview, and use of a hotel bedroom for interview. None noted excessive use of alcohol during the interview, offensive actions, and the use of a hotel bedroom for an interview.

Eighty-six percent of candidates report that interviewers did not ask questions or broach topics of an inappropriate nature. Of those who did encounter such questions/topics, the three most common were in regards to religion, marital status, and partner's willingness to relocate. Nearly 42 percent reported that the interviewer directly asked an inappropriate question, 50.0 percent stated the interviewer indirectly broached an inappropriate topic, and 20.8 percent reported that the interviewer broached the topic in some other manner. Sixty-seven percent of the respondents answered the question truthfully, while 21 percent changed the topic/avoided the question. No one directly refused to answer, but 4 percent did not answer the question honestly. Fourteen percent reported that they believed their response to the question was to their disadvantage. Another 59 percent reported that they were not sure if their response was to their advantage or disadvantage. Only 27 percent believed their response was to their advantage.